

Phased Mobilization under the 220th Engineer Company (CSE)

The 220th Engineer Company (Combat Support Equipment) from Festus, MO is currently mobilized and preparing for deployment in support of Operation Iraqi Freedom. In order to prepare for the challenges of the mobilization process itself, the 220th Engineers followed the concept of phased mobilization. This process allowed the unit the best opportunity to be successful from the start. This process also maximized the use of available time. This article will define phased mobilization, discuss how the 220th Engineers implemented phased mobilization and discuss the benefits of this process.

Forscom gave the definition of phased mobilization as the following: "Phased Mobilization (PM) is a process of mobilizing reserve component (RC) Soldiers to receive individual training according to a planned and phased schedule that brings them fully trained and mission ready to join their unit upon mobilization date for the main body." This definition is found in the Forscom Phased Mobilization Field Guide dated 02 NOV 04. Under phase mobilization, a unit could have up to 3 different UICs, a training UIC, a leader UIC and a main body UIC. The leader UIC and training UIC are mobilized 30 days prior to the main body UIC. The training UIC is for soldiers identified as requiring either DMOSQ, NCOES, OES, or functional schools prior to mobilization. These soldiers report to the mobilization station early, conduct soldier readiness processing, attend school on TDY if necessary and return to the unit at homestation or the mobilization station. These soldiers reunite with their units prior to any collective training. The second UIC is for leadership. Key company leaders report to the mobilization station early to conduct soldier readiness processing and individual training prior to the arrival of the main body. The final UIC is the main body. The goal of phased mobilization is to improve leadership, limit number of cross-levels and allow all soldiers to conduct collective training.

Phased Mobilization allowed the key company leaders and select individuals from the 220th Engineers to complete soldier readiness processing, common task training, individual readiness training and individual weapons qualification prior to the mobilization of the main body. Approximately 15% of the company mobilized in December 2004 to conduct this training at Fort Jackson, South Carolina. This enabled the company leadership greater flexibility when the main body mobilized in January 2005. Leaders were in position to track and coordinate training requirements for their company. At Fort Stewart, the company leadership was forced to address a number of competing requirements at the same time. This included personnel issues, logistical issues, maintenance requirements, meetings and reports for their higher headquarters along with their own individual validation. This placed a high degree of stress on the leadership. The early mobilization allowed them to focus on all the requirements of running a company. Their individual training requirements were already complete with just a few exceptions. Leaders were in a better position to provide company leadership and solve un-forecasted issues that may arise. Leaders were also in a position to serve as assistant trainers for the main body. They took ownership of the vital post mobilization training for their company. This greatly improved the quality of the training.

In addition to allowing leaders greater flexibility during the main body mobilization, the early leader mobilization provided a very important benefit to the company. The leaders had an additional 30 days to adjust and prepare for the arrival of the main body. Prior to the start of an often hectic and sometimes chaotic mobilization process, leaders at all levels had an opportunity to focus on their duties ahead. This allowed time for completion of policy letters, standard operating procedures as well as a command philosophy. Leaders were more familiar with their responsibilities and more comfortable in those leadership positions upon arrival of the main body.

Those that required additional MOS schools also benefited from the phased mobilization. There were 10 soldiers that completed their individual requirements prior to being sent to schools on TDY status. This allowed the company to get soldiers MOS qualified while not missing vital training at the mobilization site. The intent was for their return to the unit prior to the start of

collective training. The company benefits from the maximum number of soldiers able to attend collective training. The 220th Engineers received collective training in several different modules that lasted from 3 to 14 days each. These modules included Engineer Collective Training, Tactical Movement Convoy Training with live fire, CSS Platoon Collective Training, Forward Operating Base (FOB) Operations Training and Urban Operations Training. The identified importance of maximum participation at these collective training events supports the concept of phased mobilization. Phased mobilization, specifically early completion of DMOSQ requirements, minimizes the requirements that pull soldiers away from collective training resulting in a better trained company. Overall, this process allowed a smooth mobilization process.